Volume 10, Number 2 January 28-February 10, 1995

UCSF Newsbreak

Affirmative action — Regents look at "What is fair?"

By ALLEN J. BALDERSON

If California is becoming the battleground for affirmative action, then UC may be one of the soldiers.

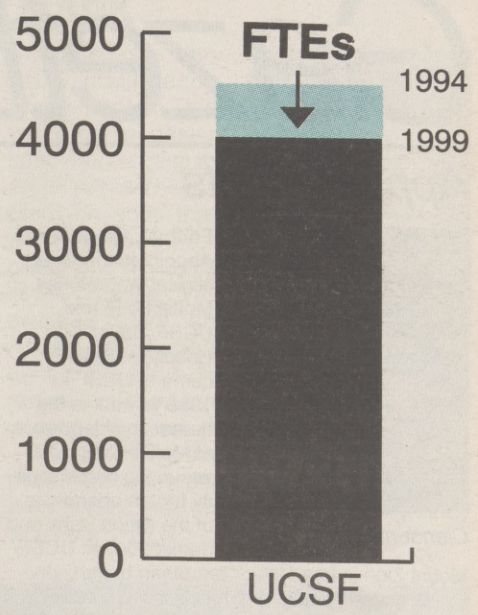
At an open session of the Regents' meeting on January 19, Regent Ward Connerly called for a review and overhaul of UC's affirmative action policies. "I've been uncomfortable with what we are doing at UC with affirmative action for some time now," said Connerly, a Governor Pete Wilson appointee who last August testified in support of an Assembly constitutional amendment to ban affirmative action.

At the meeting, however, Connerly said he did not want to eliminate affirmative action, as much as "think about how we can change it." He added that UC presently is contributing to the mindset that minorities can't compete on their own, and asked that the University's present programs be changed within the next six years.

While he applauded the importance of affirmative action policies of 1965 because "they were necessary to change society," Connerly said affirmative action was intended to be temporary, not "a way of life."

"The Regents are not on the right track in

(See **AFFIRMATIVE ACTION** *on page 3)*



Page 8 ... Grim prognosis for UC medical centers' financial future

President Peltason to leave UC October 1

UC President Jack W. Peltason asked the Board of Regents on January 20 to begin a search for his successor. He said he plans to retire effective October 1, 1995.

Saying that the University has reached a point of stability that permits the transition to a new president, Peltason said he thanked the chancellors, faculty and his staff for their hard work in helping make that stability possible.

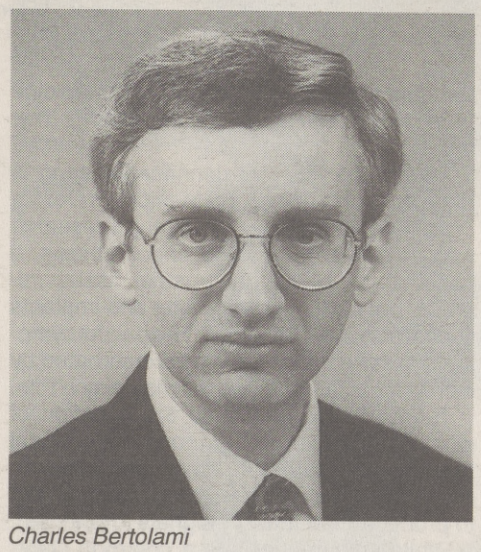
Peltason has led UC through one of the most difficult periods in its 126-year history. His first year at the helm saw the largest loss of state revenue in history due to the worst recession since the Great Depression. This forced some $433 million in budget cuts.

"We asked Jack Peltason to do a very difficult job," said Board of Regents Chair Howard Leach. "Because of his devotion to the University, he took the job willingly and brought to it the academic vision and management acumen necessary to lead a world-class research institution."

The following are just a few of the accomplishments attributed to Peltason's leadership:

- ♦ UC has become a leaner and more productive organization, operating with nearly 5,000 fewer full-time employees than three years ago, a 13 percent reduction in the state-funded workforce. Cuts in administration have been three times greater than that among faculty.
- ♦ Core academic courses were protected and faculty, who were already teaching at the same level as their peers at comparable universities, are teaching 7.5 percent more.
- ♦ Students are graduating faster than ever at just over four years on average.
- ♦ Some 21,000 freshmen from California high schools enrolled this year, the second highest number in UC's history.

Bertolami is new School of Dentistry dean



Charles Bertolami

Oral surgeon Charles N. Bertolami has been appointed the new dean of the School of Dentistry, replacing John C. Greene who retired last year. Karin Vargervik, director of the Center for Craniofacial Anomalies, has been acting dean since Greene stepped down. Bertolami's appointment becomes effective July 1.

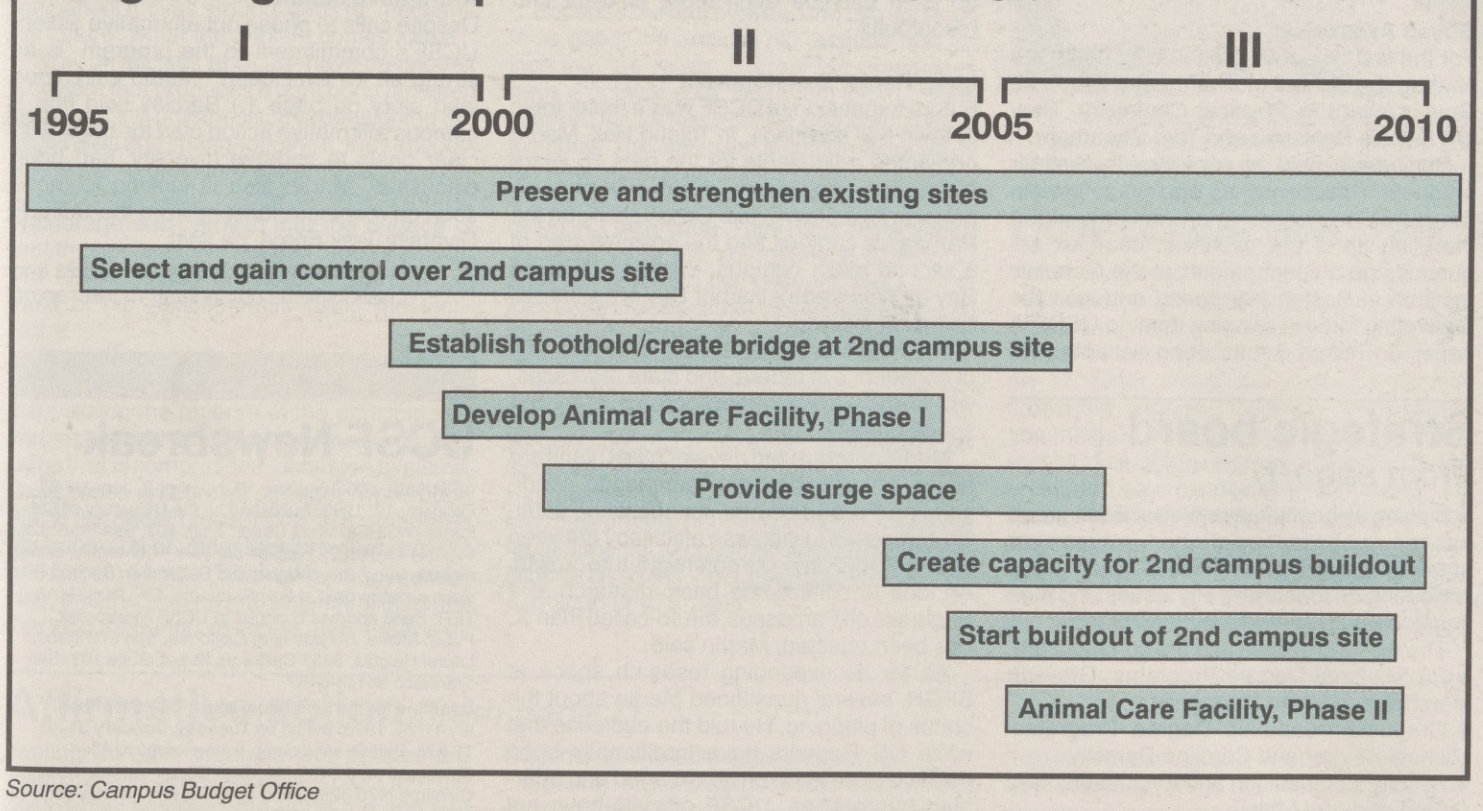
Bertolami, whose research efforts have focused on wound healing, comes to UCSF from the UCLA School of Dentistry, where he served as associate dean for faculty affairs and professor and chair of oral and maxillofacial surgery. He also held positions as associate director of the Dental Research Institute at UCLA and chief of the dental service at UCLA Medical Center.

A past president of the Oral and Maxillofacial Surgery Research Group of the International Association for Dental Research, Bertolami is section editor of research for the *Journal of Oral & Maxillofical Surgery.*

Bertolami graduated from the Ohio State University College of Dentistry in 1974 and received his doctorate in medical science from Harvard in 1979. He completed his residency in oral and maxillofacial surgery at Massachusetts General Hospital in Boston.

Bertolami served as assistant professor of oral surgery at the University of Connecticut and at the Harvard School of Dental Medicine before joining the faculty at UCLA in 1989.

Long Range Development Plan Time Horizon



Source: Campus Budget Office

How will UCSF survive academically?

By ALLEN J. BALDERSON

For centuries great thinkers, from Greek philosopher Heraclitus to 18th century author Jonathan Swift, have known one thing for certain — nothing endures but change. And change is constant.

We certainly are no strangers to change at the University, which has witnessed great spurts of growth followed by financial burdens, cutbacks and layoffs. If you had the chance to attend any of the recent campuswide town hall meetings (see adjacent story), you know changes at UCSF are dependent on several factors, from the country's leadership to the state budget.

As UCSF looks into the near future, it does so in a multifaceted way. In addition to short-term space projects, cost-cutting initiatives, reorganization, and health care delivery shifting, the campus also is looking at how it can survive academically.

What should the priorities for research be over the next decade? What kind of faculty will we need in the future? Are current residency programs meeting the needs of the practitioners? These are just a few of the questions being asked by members of a new Strategic Planning Board.

The board, appointed by Chancellor Martin, is made up of 22 members from all over the campus. They are charged with setting academic priorities for UCSF in a continually changing political and economic climate while at the same time looking at the ongoing issues. Co-chaired by Dorothy Bainton, vice chancellor, Academic Affairs and professor, pathology, and Sandra Weiss, chair of the Academic Senate and professor, Mental Health, Community & Administrative Nursing, the board will be developing a five-year plan from which to work.

"We're just beginning our work," says Bainton. "As a group, we have outlined a framework for our plans, which includes the mission of the campus, a set of assumptions to guide us through the planning process, and a number of goals to be achieved by the plan.

"We already have appointed seven working groups to assess how well the campus is

(See **STRATEGIC BOARD** *on page 2)*

Despite woes, Chancellor upbeat at town hall meetings

Even in a period of economic and political uncertainty, UCSF must look ahead and plan optimistically for its future.

That was the recurrent theme at two recent town hall meetings at the Parnassus campus and SFGH.

Acknowledging that morale and the general mood of employees is perhaps lower than it's been in their professional lives, Chancellor Martin and top UCSF officials addressed concerns including campus expansion, the UC budget and affirmative action.

After his good news-bad news assessment of the current budget Steve Barclay, vice chancellor of administration, said, "We can't sit back and assume things will always be bad."

The following is a summary of key issues raised at the town hall meetings.

UC Budget

Governor Wilson has proposed a four-year state budget plan for UC and CSU to renew the state's investment in higher education. Wilson's proposal commits to a 2 percent general fund increase in 1995-96 to UC and CSU, and annual budget increases averaging 4 percent for the next three years. "This plan reverses a serious downward trend experienced by UC during the past five years and offers a chance for stabilized funding," said Barclay.

Wilson's plan does provide new funds to UC, but the added funds are far short of the 7.9 percent increase which the Regents' budget had requested for 1995-96. Acknowledging the shortfall, Wilson's plan recognizes that student fee increases of up to 10 percent per year will be necessary to help balance UC's budget. Additional funding for instruction will come from professional school fee hikes of $1,000 per year for new students in medicine and dentistry, although up to one-third of the increase will be set aside for

(See **TOWN HALL** *on page 2)*

Gazette

Appointments

Clendenen

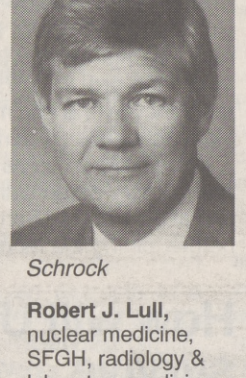
Faith M. Clendenen: Appointed manager, clinical laboratories, Moffitt/Long and UCSF/Mount Zion Hospitals. She first came to UCSF in 1989 to work in the hematology laboratory at Moffitt/Long. After assuming responsibility for the operations of the Blood Bank and hematology at UCSF/Mount Zion in late 1992, Clendenen began serving as acting manager of the clinical laboratories at both sites in June 1994. The clinical laboratories perform laboratory testing for the Medical Center, including the Crede Ambulatory Care Center, and campus research work related to hematology, chemistry, the blood bank (transfusion and donation), immunology and microbiology.

Honors & Awards

York

Mary K. York, laboratory medicine & clinical labs: Fellow, American Academy of Microbiology.

Theodore R. Schrock, surgery: Honorary fellowship, Philippine College of Surgeons.



Schrock

Donna L. Hudson, family and community medicine and UCSF-Fresno computer center: Senior member, Institute of Electrical and Electronics Engineers, Inc.

Hudson

Robert J. Lull, nuclear medicine, SFGH, radiology & laboratory medicine: Member, Southwestern Low-Level Radioactive Waste Commission.

Carroll L. Estes, social and behavioral sciences & Institute for Health & Aging: Distinguished visiting professor & lecturer, the Sorbonne, University of Paris.

In Memoriam

Donald A. Shaskan: An assistant clinical professor of psychiatry who came to Langley Porter Psychiatric Institute (LPPI) in 1952. In 1982 he began a unique psychotherapy group for outpatients with borderline personality disorder that he co-led with residents, lovingly teaching them how to work with this difficult population. This therapy group has met continuously for longer than any other group at LPPI. While training at Bellevue Psychiatric Hospital in New York in 1936, Shaskan co-led, with psychiatrist Paul Schilder, the first psychotherapy group conducted in a hospital setting in the US. He also founded the Northern California Group Psychotherapy Society. He was 84. Services will be held Saturday, January 28, at 2 p.m. in the Laurel Heights Auditorium, 3333 California St. Send memorial contributions to the Donald A. Shaskan Scholarship Fund, Northern California Group Psychotherapy Society, 38 Corte Morada, Greenbrae, CA, 94904.

UCSF receives Leadership Award

On Thursday, February 16, Chancellor Joseph Martin will accept on behalf of the campus the 1995 Leadership Award co-sponsored by the Jewish Vocational and Career Counseling Service (JVS) and the *San Francisco Business Times*.

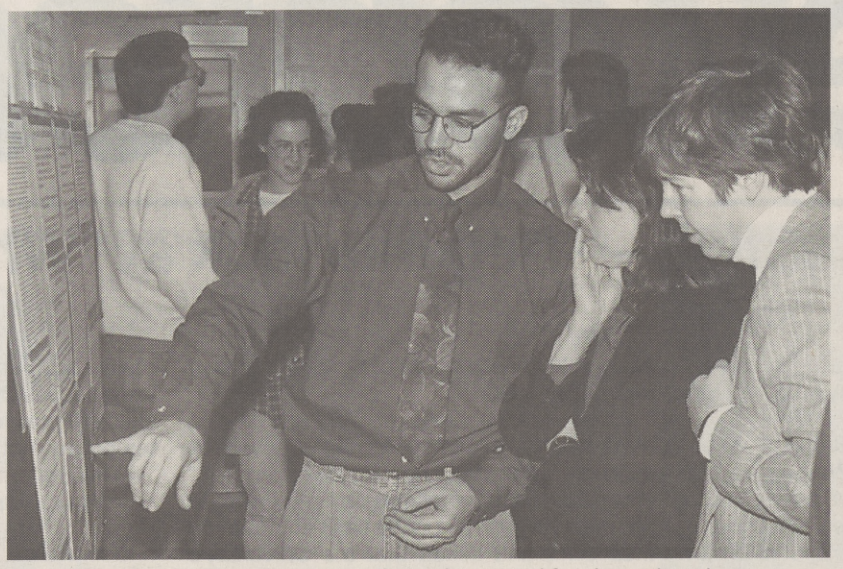
UCSF was selected for the award because of the multiple ways it has provided employment and training opportunities for JVS clients, especially refugees from the former Soviet republics.

The JVS is a non-profit agency that provides job placement, career counseling and training to people from diverse backgrounds and occupations. *The San Francisco Business Times* is the Bay Area's only local business paper, with a readership of 54,000.

Dean's Prize to Tseng; Goyan Award to Cheatham, Benjamin

Allen J. Balderson

Jennifer Tseng



In conjunction with Tseng's presentation to interested faculty and students on January 11, the School of Medicine held its annual Poster Session. Above, second-year student Darryl Miles explains his research to observers, including Assistant Dean Diane Colby, far right.

Tina Murch

Tom Cheatham

Both the schools of Pharmacy and Medicine recently honored promising students for their research.

Fourth-year student Jennifer F. Tseng is the winner of the School of Medicine's Dean's Prize in Student Research. Tseng's research was to better understand endometriosis, a condition in which endometrial tissue migrates out of the uterine cavity and implants itself in abnormal locations. The painful symptoms of the condition can be exacerbated by estrogen. Inflammation also may play a role.

Tseng's research asked the question of whether normal and abnormal endometrial tissues are different in either their ability to respond to sex hormones or their propensity to produce inflammatory signals (cytokines).

While endometriosis is a common disorder, it is difficult to study because there is no suitable animal model. Tseng's work is considered important because it provides another means of studying the disease. Tissue work described by Tseng could very well be used in the future to determine why endometrial tissue in some women can implant itself outside the uterus.

Tseng worked on the project as a Howard Hughes Medical Institute Student Research Fellow. She was awarded the fellowship on the basis of a proposal she and her mentor — Robert N. Taylor — developed together.

Goyan Award

For the first time, two graduate students are sharing the School of Pharmacy's Frank M. Goyan Award in Physical Chemistry. They are Dennis Benjamin and Tom Cheatham.

Benjamin's field of expertise is Nuclear Magnetic Resonance as applied to protein structures in solution. He was instrumental in installing all of the essential, complex sequences on a spectrometer at the Genetics Institute in Boston last spring and was the motivating force in bringing them to UCSF. A paper on his work has been accepted for publication in the journal *Biochemistry*. He now is completing the full three-dimensional structure of the G-protein, which was developed in the Henry Bourne laboratory.

Cheatham already has completed enough research for two papers with up to four more coming before his thesis is finished. It is likely that his research will advance investigators further in the general goal of theoretically predicting the conformational ensemble of complex molecules in aqueous solution.

The Frank Goyan Endowment Fund was established in 1992 by Richard Johnson and Larry Fischer, both 1965 graduates of the School of Pharmacy, in honor of Goyan, a faculty member who during his 44 years with the school was known for his uncommon generosity and extraordinary interest in both the education and welfare of his students. The purpose of the awards is to stimulate interest in the subject to which he devoted most of his energy — physical chemistry/physical pharmacy.

The School of Pharmacy also presented Professional Student Awards to Philip Ettedgui and George Fushiki for achieving the top grades respectively in Chemistry 115 and Chemistry 116.

Strategic board *(from page 1)*

achieving its goals," says Weiss. Each group has two co-chairs, one of whom is a member of the Strategic Planning Board. Each group is working on identifying key issues and then developing a set of recommendations.

The working groups and the co-chairs are:

♦ Professional Degree Programs: Grayson Marshall and Vishu Lingappa

♦ Graduate Academic Degree Programs: Michael Stryker and Caroline Damsky

♦ Faculty Composition and Evaluation: Fred Cohen and Afaf Meleis

♦ Research: Keith Yamamoto and Irwin Kuntz

♦ The Relationship of Clinical Services to Education and Research: Molly Cooke and Craig Van Dyke

♦ Administrative Services: Steve Barclay and Robert Newcomer

♦ Resource Generation and Allocation: Robert Obana and Rory Hume.

The working groups soon will be asking the campus community for input. See future issues of *Newsbreak* for details.

Town hall *(from page 1)*

student financial aid.

In light of Wilson's proposal, the Regents' plan says faculty and staff would be eligible for merits averaging 2 percent in 1995-96. Faculty would be eligible for a 3 percent cost-of-living increase and staff would be eligible for a 1.5 percent cost-of-living increase next fiscal year.

Although state funding is forecast to stabilize, "the proposed budget won't restore money and programs lost during the lean budget years we've just been through with the state," said Barclay. "What UC will need to do is to become even more efficient and resourceful."

Long Range Development

Future expansion of UCSF was a major topic at town hall meetings. In Toland Hall, Martin presented a timetable for the next 15 years (see graphic on page 1), which calls for such projects as a new Animal Care Facility on the Parnassus campus and the possible start of a second major campus. Brisbane, Mission Bay and Alameda's Harbor Bay are sites still being considered.

At SFGH Martin was asked, given the lack of confidence in federal and state resources, why not take a piecemeal approach to solving space needs?

Martin emphasized development plans are aimed at relieving the overcrowded conditions on Parnassus and consolidating satellite campuses to increase efficiency between sites while providing for potential future growth. An idea to consolidate basic research at a single site off Parnassus, the so-called Plan X, has been rejected, Martin said.

As far as expanding research space at SFGH, several questioned Martin about the status of planning. He told the audience that while UC Regents have traditionally been hesitant to develop on land owned and operated by counties, UCSF officials have not made any final decisions regarding building a research facility at any site and that further discussions will take place before a decision is made.

Medical Center

Director Bill Kerr answered several questions related to the drop in patient census — a continuing trend due to health care reform and a major shift from inpatient care to primary and outpatient care. Responding to a suggestion that some patient care space be turned over to research, Kerr said the local health care scene is too uncertain to make such a move because weaker hospitals may close resulting in more patients coming to UCSF. It is very costly to convert bed space to research space and back again, he said.

Some patient units have been closed recently, but those areas now offer needed space for expanding practices, including pediatrics, Kerr explained.

To a suggestion to consolidate hospital services at Moffitt/Long and Mount Zion, he said their studies show money saved by merging services is far less than many would guess.

Kerr said the Medical Center is assessing what changes it will have to make to maintain fiscal stability. (See story on page 8.)

Affirmative action

Despite calls to phase out affirmative action, UCSF's commitment to the program "is as strong as it's ever been," Martin said. (See lead story on page 1.) Barclay said that a campus affirmative action plan for 1995, with clear goals to improve diversity, had been discussed. Martin also is looking to move soon on recommendations from the Cultural Diversity Task Force, he said.

Staff writers Andy Evangelista and Lisa Cisneros contributed to this report.

UCSF Newsbreak

(ISSN0891-6063) Volume 10, Number 2, January 28-February 10, 1995. Published by the University of California, 3333 California Street, Suite 103, San Francisco, CA, 94143-0462, 21 issues per year — biweekly, except monthly June, July, August and December. Second-class postage paid at San Francisco, CA. POSTMASTER: Send address changes to UCSF *Newsbreak*, Public Affairs, University of California, San Francisco, Laurel Heights, 3333 California Street, Suite 103, San Francisco 94143-0462.

Deadline for the next issue, which will cover February 11-24, 1995, will be on **Tuesday, January 31, at 11 a.m.** Please send campus news copy to Allen Balderson (476-3163), Medical Center news to Lisa Cisneros (476-3256), and calendar and gazette items to Michele Firpo (476-3257), all at Box 0462; fax 476-3541. Last-minute copy may be taken over the telephone by calling the above telephone numbers. The University of California is an affirmative action/equal opportunity employer.

Editor: Allen J. Balderson

Medsounds Editor: Lisa Cisneros

Calendar, Gazette Editor: Michele Firpo

Desk Topper/Illustrator: Michele Firpo

Assistant Editor: Daniel Rowe

Contributing Editors: Andy Evangelista, Patricia Forsyth, Bill Gordon, Rebecca Higbee, Corinna Kaarlela, Jeffrey Norris, Emily Pearce, Ruthann Richter, Alice Trinkl

Additional Photography: Allen J. Balderson (2,3), Robert Foothorap (3)

Judith Woodard, director, Public Affairs

Carol Fox, Jeff Miller, assistant directors, Public Affairs

Allen J. Balderson

UCSF celebrates its diversity at MLK Week

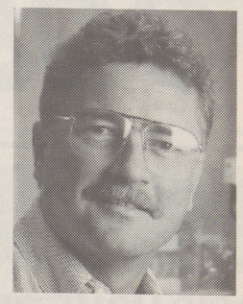
One of the many events of MLK Week, which began January 17, was a multicultural festival held in the Millberry gym. Amid ethnic food, diverse art work, a fashion show featuring traditional cultural dress, and a variety of entertainers, the campus celebrated its diversity and the life and vision of Martin Luther King Jr. Left, African-American storyteller Diane Ferlotte enjoys the activities before taking the stage; right, a member of Barangay, a Philippine traditional dance group.

NCI gives $8 million for AIDS Malignancy Specimen Bank

The National Cancer Institute has alloted $8 million to establish an AIDS Malignancy Specimen Bank. Michael McGrath, associate professor of laboratory medicine at SFGH, chairs the steering committee that oversees a multi-institutional consortium to establish the Bank.

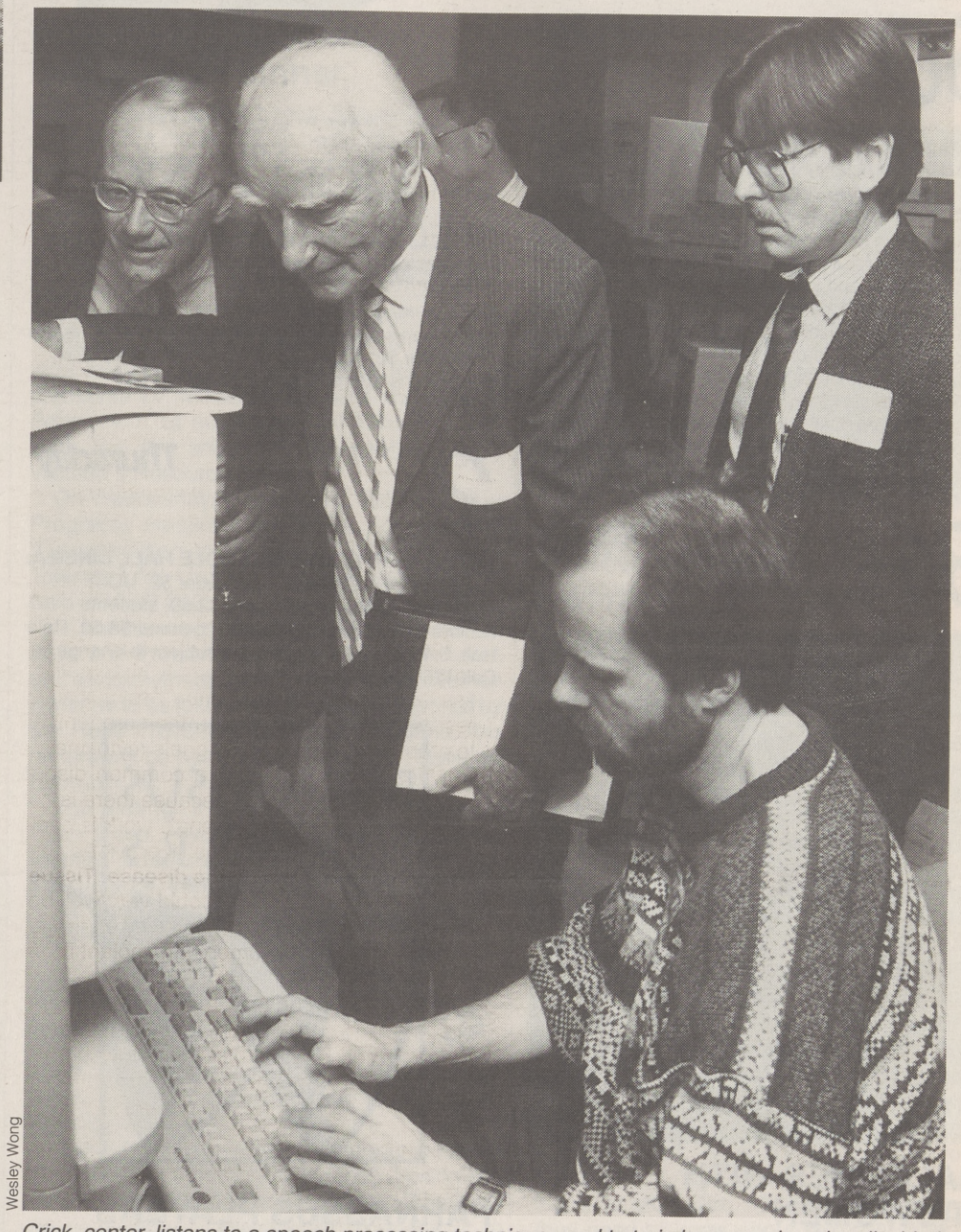
The NCI is providing $2 million per year for four years to UCSF/SFGH, UCLA/USC and George Washington/Georgetown universities to develop a tissue bank and associated clinical database for AIDS-related malignancies. McGrath says some 27 hospitals across the country will be participating in the entire program, 19 of which are under the auspices of UCSF/SFGH.

"One of the biggest problems we have had is gaining access to good tissue samples," explains McGrath. "This money specifically allows us to develop an infrastructure that will link databases with AIDS malignancy tissue banks. This will provide easier specimen access to AIDS researchers." McGrath adds that they will not be re-creating any wheels in the process. "We already have an AIDS specimen bank on campus directed by John Greenspan, which we will be making great use of."



McGrath

McGrath says that a long-term goal of the project is to link other cancer banks across the country with the new AIDS Malignancy Specimen Bank.



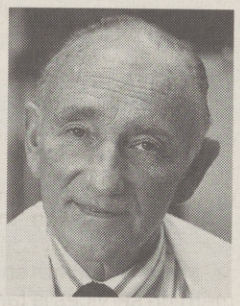
Wesley Wong

Crick, center, listens to a speech processing technique used to train language-learning disabled children. With him, clockwise from left, are Charles Yingling, director of UCSF's Neural Monitoring Services; Keck Center investigator William Jenkins; and postdoctoral fellow Paul Johnston.

Researchers start trials of dramatically improved hip prosthesis

By CHRIS VAUGHAN

Every year over 120,000 people in the US have hip replacement surgery. During surgery, the bony knob that caps the leg's femur is cut off, and a shiny stainless steel and titanium substitute is mounted on the bone. The good news is that the operation means renewed mobility and physical relief for those who suffer from arthritis, cancer or trauma to the joint. The bad news is that in 5 to 10 years, over 10,000 of these people will have to have the surgery redone.



Johnston

It's not that the original surgery was flawed. It's just that unavoidable stress on the hip as the patient moves around leads to "mechanical failure" when the implant comes loose.

Now physicians at UCSF have developed a system that produces a tight bond between bone and the prosthesis. By redesigning the prosthesis and spring-loading it, they encourage bone to grow into the artificial hip's porous surface. Other researchers have tried to encourage such growth into the surface of prostheses, but have not had much success. The UCSF doctors are about to start human trials of hip replacements using the technique.

To make the bone grow, the researchers, under the direction of James O. Johnston, are utilizing the reverse of the principle that causes astronauts to lose bone mass in space. Bone that is compressed, Johnston explains, gains mass and grows stronger, while bone that is not under pressure (as in a weightless environment) or under tension will lose mass and become brittle. This is why regular exercise, and the loading and unloading of bones that occurs during exercise, helps stave off osteoporosis. "If you don't exercise bone tissue it tends to disappear," Johnston says.

Johnston's team has created a hip prosthesis with a spring-loaded collar. The collar presses out against bone tissue when it is slipped inside the hollowed section of the femur. When the collar pushes against the bone, the pressure creates a very tiny electric current through a phenomenon called "piezoelectricity" (piezo comes from the Greek word for pressure). This piezoelectric current stimulates bone growth. The surface of the artificial hip is porous where is contacts the femur, so the growing bone actually infiltrates the metal and locks the prosthesis in place. Johnston's team spent two years testing the principle in sheep, and found that the whole surface of the prostheses in contact with the bone became infiltrated with bone tissue. No other researchers have been able to produce this result.

Because the grip between the two surfaces is so good, the artificial hip extends only an inch into the femur. Current hip prostheses have a pointed spur, like a tent stake, that is inserted six inches into the hollowed core of the bone. The shallower insertion required by the new prosthesis makes surgery simpler.

The researchers currently are the only ones using this technique. They have already successfully used the compression method to replace a knee on five patients who lost the joint to cancer. Because hip replacement is so much more common, a new hip prosthesis promises far greater benefits.

Although a successful trial of a new hip prosthesis will benefit anyone who needs the surgery, Johnston currently is focusing on those under 40 who need joint replacement. Hip replacement is more common in the elderly, but younger people sometimes need hip replacements because of accidents, cancer or other diseases. For further information, call 476-3036 or 476-2495.

How do we see things (at the Keck Center)?

Nobel laureate Francis H.C. Crick, who in 1962 won the Nobel Prize for medicine, delivered the dedication lecture for the W.M. Keck Center for Integrative Neuroscience on January 17. Crick asked the packed Cole Hall crowd the engaging question, "How do we see things?" He highlighted recent and current studies of how sight is processed in the brain, and commended the Keck Center for its multidisciplinary research into how the brain works.

The Keck Center brings together many areas of brain and behavioral research, linking basic cellular studies of brain neurons with studies of the brain and spinal cord networks that control reflexes, the senses and motor control. Major focus areas are how learning and memory occur in the brain and study of the mechanisms that cause and relieve pain.

Affirmative action *(from page 1)*

dealing with this problem. Our policies are inequitable to certain people. I can't turn my back when people come up to me and say that they are being treated unfairly." Connerly said people find it ironic that he would take such a stance being an African American. "I find that irrelevant," he said.

UC President Jack Peltason, who said he now is preparing a report on affirmative action — not because he necessarily thinks UC should change its policies, but because of the political climate of the state — stated that over the past 30 years UC's policies have included people of all backgrounds. "It has made for a better University," he said. He added that he believes the programs still are essential, and did not want to embroil the Regents in a volatile statewide issue.

Several Regents agreed with Peltason and warned that UC should avoid being at the forefront of the movement. Comments ranged from "We must keep our cool," to "We must be very careful in our deliberations," while others had mixed feelings that echoed such sentiments as "Have we no guts?" and "There has never been affirmative action in athletics, and that works fine."

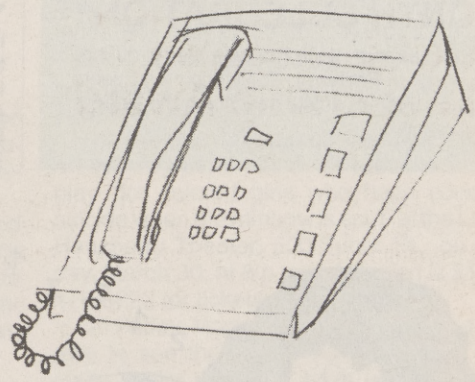
Regent Alice Gonzales, former director of the state Employment Development Department, criticized Connerly's assertion that affirmative action's time has past. "If affirmative action is a short-term remedy, then I think the patient is still ill," she said.

State Superintendent of Public Instruction Delaine Eastin agreed with Gonzales and said everyone wants two things from UC — excellence and access. "Every child should have the possibility to come here. The return for our investment [in affirmative action] is extraordinary."

Alumnus David Flynn, who heads the Regents special committee on affirmative action, said he did not find this a political issue, and that there was a lot of middle ground between an affirmative action program that sets quotas and having no affirmative action program at all. "We're reaching for Shangri-La — being fair and making UC accessible to all."

Inside UCSF

What's all that ringing?



The **10,000** telephones at UCSF, that's all.

Source: Matt Miller, ITS

Today/Tomorrow

28 Saturday

BASIC HOME REPAIR: ELECTRICAL

Women Empowering Women tradespeople teach how to repair wires and plugs on lamps, vacuum cleaners and other appliances. Sponsored by Women's Resource Cntr. $45-$60. N 517. 9 a.m.-4 p.m. Call 476-5222 to pre-register.*

30 Monday

AMERICAN SIGN LANGUAGE CLASS

Learn basic conversational techniques which would be helpful in the workplace and working with patients and clients in this six-week intensive introduction to American Sign Language. Sponsored by Dept. Psychiatry's Inst. on Mental Health and Rehabilitation at the Center on Deafness. Class meets Mondays and Wednesdays. N 517. 6-8 p.m. Register at first class session. Call 476-7099 (voice) or 476-7600 (TTY) for fee and other information.*

31 Tuesday

LECTURE SERIES ON LATINO ISSUES

The UCSF Hispanic Nurses Association sponsors a lecture series focusing on Latino issues, ethnic studies and health. The first three lectures will be in N 721 from noon to 1:30 p.m. Call 476-1805 for more information.*

- Tues., Jan. 31: *The Construction of Ethnicity.* Norma Alarcon, Ethnic & Women's Studies, UCB.
- Tues., Feb. 14: *The Myths of Latino Culture & Identity or "Will the Real Latino Please Stand Up?"* Alex Saragoza, Ethnic/Chicano Studies, UCB.
- Mar. 7: *Acculturation and Alcoholism in Latino Communities.* Jose Cuellar, Ethnic Studies, SF State.

DIALOGUES WITH MADWOMEN

Documentary by award winning producers Allie Light and Irving Saraf captures the stories of seven women who have experienced insanity or madness. Sponsored by Women's Resource Cntr. Toland Hall. Noon-1:30 p.m. Call 476-5222.*

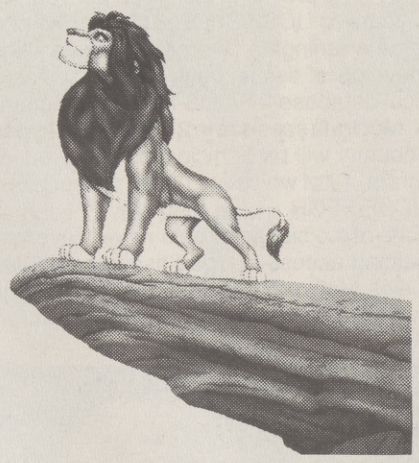
SEVENTH ANNUAL AIDS UPDATE

Health Care Reform — HIV Today & Tomorrow. Four-day conference for health professionals and those affected by HIV/AIDS. Co-sponsored by AIDS Health Project & regional health care providers. Moscone Center. Call 255-1297 or 255-8496 for reservations and information.*

1 Wednesday

BLACK HERITAGE MONTH CELEBRATION

UCSF celbrates Black Heritage Month during the month of February. See Upcoming Events on page 5 for an article describing this year's celebration.*

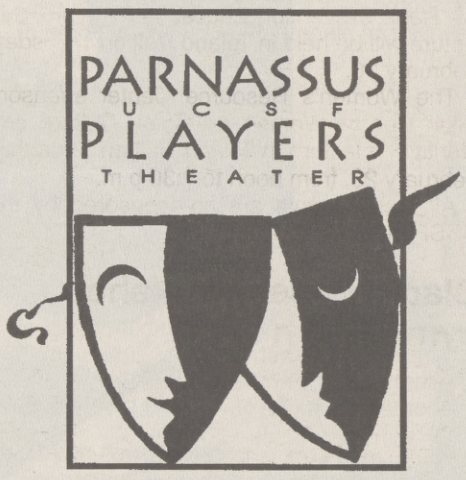


SPECIAL COLE HALL CINEMA EVENT

The Lion King. Special showing for UCSF employees/students and their families only. Children 14 & under $2; adults $2:50. Cole Hall. 6 p.m. Box office opens at 5 p.m. Limited seating. Call 476-2542.*

2 Thursday

ARTS & PERFORMANCES COLE HALL CINEMA: *The Lion King.* Children 14 & under $2; UCSF students & Millberry members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 5:45 & 7:45 p.m. (Movies subject to change.) Call 476-2542.*



PARNASSUS PLAYERS GENERAL MEETING

Come find out about what's in the works for the campus' own theater group, Parnassus Players. MU 244E. 6 p.m. Call 476-9012 for information.*

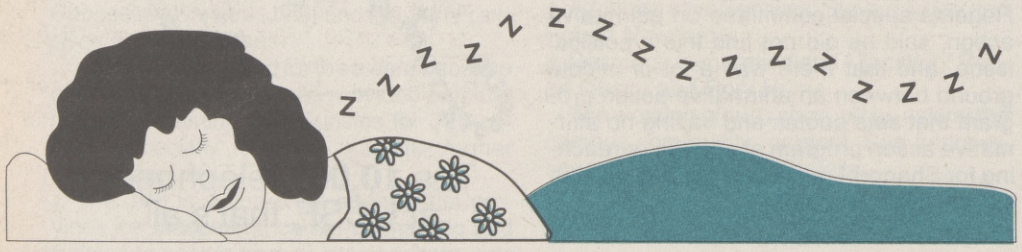
3 Friday

ARTS & PERFORMANCES COLE HALL CINEMA: *The Lion King.* Children 14 & under $2; UCSF students & Millberry members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 6:30 & 8:30 p.m. (Movies subject to change.) Call 476-2542.*

6 Monday

STRESS MANAGEMENT

Improve your ability to cope with stress by learning the signs and sources of stress in this workshop. Learn techniques to increase your sense of personal power and sense of well-being. Free to Health Net members. Register at Millberry Fitness Desk. 6-9 p.m. Call 476-0350 for more information.*



WEDNESDAY, FEBRUARY 1: BROWN BAG LECTURE SERIES: *Sleep Disorders in a 24-Hour Society*. David Claman, Sleep Disorders Clin., explains how sleep apnea disrupts normal restful sleep. Sponsored by Public Service Programs. HSW 300. Noon. Call 476-4394.*

7 Tuesday

UCSF/MOUNT ZION MEDICAL CENTER VOLUNTEER ORIENTATION: To acquaint new & potential volunteers with opportunities available at the UCSF/Mount Zion Medical Center. Herbst Hall, MZ. 5-7:30 p.m. Call 885-7353.*

8 Wednesday

BROWN BAG LECTURE SERIES: *Secret Keys to Your Name & Colors.* Colorist and author D.G. Rolliet explains how vibrations of your name and color affect your personal choices. Sponsored by Public Service Programs. HSW 300. Noon. Call 476-4394.*

9 Thursday

VALENTINE'S GIFT SALES

Find See's Candies, craft and gift items for your sweetheart. Millberry Conf. Cntr. 9 a.m.-3 p.m.*

ARTS & PERFORMANCES COLE HALL CINEMA: *Forrest Gump.* Children 14 & under $2; UCSF students & Millberry members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 5:45 & 8:45 p.m. (Movies subject to change.) Call 476-2542.*

10 Friday

ARTS & PERFORMANCES COLE HALL CINEMA: *Forrest Gump.* Children 14 & under $2; UCSF students & Millberry members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 6:30 & 9:30 p.m. (Movies subject to change.) Call 476-2542.*

DEVELOPMENT & TRAINING

For further information call 476-4032.

Travel Expense Processing. Tues., Jan. 31. 1-4 p.m. $40.

Pre-Supervisory Training. Wed. & Fri., Feb. 15, 17, 22, 24. 9 a.m.-noon. $90.

Communicating with Confidence: A Workshop for Non-Managers. Wed., Mar. 1, 8. 9 a.m.-12:30 p.m. $75.

Coaching/Motivating/Delegating. Fri., Mar. 3. 8:30 a.m.-4 p.m. $90.

Post-Award Management of Extramural Funds. Tues., Mar. 7, 14. 8:30 a.m.-12:30 p.m. $60.

Supervisor's Guide to Performance Evaluation. Thurs., Mar. 9. 8:30 a.m.-4:30 p.m. $40.

Contracts & Grants Workshop. Fri., Mar. 10. 9 a.m.-noon. $40.

Medical Terminology: An Introduction. Tues., Mar. 14, 21, 28, Apr. 4. 2-4:30 p.m. $90.

Processing Independent Consultant Agreements (ICAs). Wed., Mar. 15. 9 a.m.-noon. $40.

Interviewing: Hiring Winners. Thurs., Mar. 16. 8:30 a.m.-4:30 p.m. $80.

Business Writing Basics. Tues. & Thurs., Mar. 21, 23, 28, 30. 9 a.m.-noon. $90.

Dealing with Difficult Situations. Wed., Mar. 22. 8:30 a.m.-12:30 p.m. $55.

The UCSF Budget Process. Wed., Mar. 29. 9 a.m.-4:30 p.m. $40.

Critical Thinking Skills. Tues., Mar. 28, Apr. 4, 11, 18, 25. 8:30 a.m.-noon, except Mar. 28, 8:30 a.m.-4:30 p.m. $200.

THE NEXT DEADLINE

Tues., Jan. 31, 1995 is the deadline for items to be listed in the next calendar, which covers **Feb. 11-24, 1995** (two weeks). Complete information must be received in our office in writing by 11 a.m. on that Tuesday. Mail your copy to Michele Firpo at Box 0462, send a fax to 476-3541, bring it to UCSF/Laurel Heights, 3333 California St., Suite 103 or call 476-3257.

CONTINUING EDUCATION

MEDICINE

For program information call 476-4251. To register call 476-5808 unless otherwise noted.

Recent Advances in Neurology. Ritz-Carlton Hotel, SF. Feb. 15-17.

Molecular Approaches to Laboratory Diagnosis. Ritz-Carlton Hotel, SF. Feb. 18-21.

Diabetes Update. Ritz-Carlton, SF. Mar. 16.

Advances in Endocrinology and Metabolism. Ritz-Carlton, SF. Mar. 17-18.

Annual Review in Family Medicine: Controversies and Challenges in Primary Car Hotel Nikko, SF. Mar. 29-31.

Family Practice Board Review Course. Hotel Nikko, SF. July 10-13.

RAPE PREVENTION

Classes, workshops & support groups sponsored by UCSF Rape Prevention Program. Call 476-5222 for more information.

Personal Safety, Rape & Assault Prevention Presentations. By appointment to campus departments & employees in the workplace.

Support Group for Rape Survivors. Heal from the trauma of sexual assault through open dialogue, sharing the experience and information. Ten consecutive weekly sessions. Intake interview required. Date and time to be arranged. $180.*

AIDS/HIV SUPPORT

Anonymous & confidential caring, support & training for people with AIDS, those who have tested HIV positive & others affected by the epidemic. Sponsored by UCSF AIDS Health Project. Call 476-6430 for administrative office. Call client services at 476-3902 to schedule required intake interviews for groups (except drop-in group). (See page 6 for a new women's group.)*

Individual Risk Assessment & Referrals. By appointment.

Facilitated Ongoing Groups. For persons with HIV/AIDS and for caregivers, including a group for women caregivers.

Facilitated Time-Limited Groups. For HIV- gay and bisexual men, for HIV+ asymptomatic perso and for HIV+ heterosexual African-American men.

Monday Night Drop-In Group for HIV+/PWA. Call 476-3902 for location.

CPR TRAINING

Basic CPR. A 3-4 hour course in basic cardio-pulmonary resuscitation sponsored by the UCSF CPR Center. For information & registration call 476-1817.*

BEAR-LY NEW THRIFT SHOP

The Bear-ly New Thrift Shop is open for shopping and donations. They accept clothing, housewares, jewelry, dry goods and more. No furniture. Part of the proceeds benefits the Hospitals Auxiliary for pediatric and patient amenities. 1752 Fillmore St. between Sutter & Post. Hours: 11 a.m.-4 p.m., Tuesday-Saturday. Call 921-2789.

CRIME PREVENTION

Presented by UCSF Police Department Crime Prevention Program. Call 476-5683 for information & reservations.

Crime Prevention Presentations. By appointment to campus departments & employees in the workplace.

Tear Gas Class. Department of Justice certified. Pre-registration required.*

ITS COMPUTER CLASSES

Information Technology Services sponsors the following classes. Call 476-2012 for descriptions and registration forms.

- Tues., Jan. 31: *Introduction to Word for Windows 6.0* (PC). $170. 9 a.m.-4 p.m.
- Wed., Feb. 1: *UNIX Electronic Mail.* $110. 8:30 a.m.-12:30 p.m.
- Fri., Feb. 17: *Introduction to Microsoft Windows 3.1.* (PC). $110. 1-5 p.m.
- Thurs., Feb. 23: *Beginning Excel 5.0* (Mac). $195. 9 a.m.-4 p.m.
- Fri., Feb. 24: *Intermediate Microsoft Word 6.0* (Mac). $195. 9 a.m.-4 p.m.
- Tues., Feb. 28: *Intermediate WordPerfect 6.0 for Windows (PC).* $170. 9 a.m.-4 p.m.

*Open to the public.

Jan. 28-Feb. 10, 1995

REGULAR MEETINGS & ONGOING SUPPORT GROUPS

MONDAY

JEWISH WOMEN'S DIALOGUE GROUP: Meets every other Monday. Call 476-6423 for dates & locations.*

UCSF STAFF COUNCIL MEETING: Meets second Monday of each month. Noon-2 p.m. Call 476-5756 for more information.

FRIENDS OF LOIS AL-ANON MEETING: Closed meeting: for friends & families of alcoholics only. Conf. Rm. A, 3rd fl., MCB. Noon. Call 626-5633.*

COLORECTAL CANCER SUPPORT GROUP: Meets on the second and fourth Mondays of each month. Reservations must be made at 929-7114. No drop-ins will be allowed. UCSF/Mount Zion Cancer Center, 2356 Sutter. 6:30 p.m.*

UCSF AIDS HEALTH PROJECT MEDITATION & SELF-HYPNOSIS WORKSHOP: Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Rm., Davies Med. Cntr. 7-9 p.m. Call 476-3902.*

TUESDAY

SFGH CIRCLE OF SISTERS: Networking forum for black women working & studying at UCSF/SFGH. Meets monthly at noon. Call 476-5222 for dates & location.

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Help-line at 759-7923 provided daily, 7 a.m.-10 p.m.*

CAMPUS AMNESTY INTERNATIONAL MEETING: Meets first Tues. of each month. MU 111W. Noon-1 p.m. Call 566-8406.*

PARKINSON'S DISEASE EDUCATION & SUPPORT GROUP: For people with Parkinson's & their caregivers. Third Tues. of the month. Christ Church, Lutheran, 1090 Quintara (at 20th Ave.). 2-4 p.m. Call 476-9276.*

BREAST CANCER SUPPORT GROUP: For women diagnosed or being treated at UCSF/Mount Zion or UCSF/Parnassus. Meets every Tues. UCSF/Mount Zion Cancer Cntr., 2nd. fl., 2356 Sutter (near Divisadero). 5:30-7 p.m. Pre-registration necessary. Call 885-3693 or 388-3742.*

NURSES' PAIN ASSOCIATION MEETING. Meets the second Tuesday of the month. S 22. 5:30-7:30 p.m.*

BRAIN TUMOR SUPPORT GROUP: First Tues. of the month. S 758. 7:30-9 p.m. Call 284-0208.*

WEDNESDAY

GAY, LESBIAN, BISEXUAL ASSOCIATION AT UCSF MEETING: Meets second Wednesday of each month. Members of the Chancellor's Committee on Gay, Lesbian & Bisexual Issues will be present. Call 282-9650 for more information.

"AT THE HEART OF IT" CARDIAC SUPPORT GROUP: For heart patients to share experiences, successes, concerns & anxieties. An ongoing six-week series. Call Kathleen Congdon at 885-7227.*

SUPPORT GROUP FOR FAMILY/FRIENDS OF THOSE WITH MENTAL ILLNESS: Open to anyone interested in learning more about psychiatric disorders & their treatments. Call Laura Deering-Mayclin at 476-7394 for more information.*

LATIN AMERICAN CAMPUS ASSOCIATION MEETING: Meets second Wednesday of each month. HSW 508. Noon. Call Al Lopez at 476-1334.

LATIN WOMEN COALITION: For Latina faculty, staff & students. Noon-1 p.m. Call Betty Jerez at 476-7117 for meeting places & dates.*

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. Observers welcome. C 417. Noon-1 p.m. Call 626-5633.*

STEP-FAMILY SUPPORT GROUP: For parents & step-parents. Call Sandra Norberg at 476-6389 for dates and location.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. Conf. Rm. A, 3rd fl., MCB. 12:05 p.m. Call 621-1326 for more information.*

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Help-line also provided daily, 7 a.m.-10 p.m. at 759-7923.*

DIRECTIONS: For women newly diagnosed with breast cancer. Meets every Wed. UCSF/Mount Zion Cancer Cntr., 2nd. fl., 2356 Sutter (near Divisadero). 5-6:30 p.m. Pre-registration necessary. Call 885-3693 or 885-7498.*

EATING DISORDERS SUPPORT GROUP: Open to anyone dealing with an eating disorder in themselves or others. Meets every Wednesday. M 688. 7-8:30 p.m. Call 332-3425.*

CO-DEPENDENTS ANONYMOUS MEETING: A twelve-step program for people who have dysfunctional long-term relationships. Meets every Wednesday. LP 01 (LPPI basement). 8-9:30 p.m. Call 432-3529.*

THURSDAY

LESBIAN LUNCH GROUP: Monthly on Thursdays. Call 476-5222 for meeting dates & locations.*

ASSOCIATION OF CLINICAL RESEARCH NURSES MEETING: Meets on the third Thursday of each month. M 1317. 5:15-6:30 p.m. Call 476-0683.

HEAD & NECK CANCER SURGERY SUPPORT GROUPS: Separate groups for patients and patients' families meet simultaneously on the second and fourth Thursdays of each month. UCSF/Mount Zion Cancer Cntr., 2356 Sutter, 2nd fl. 1-2 p.m. Call 885-7623.*

SUPPORT GROUP FOR WOMEN LIVING WITH LIFE-ALTERING ILLNESS: Alternate Thursdays. 6-8 p.m. Call 775-2854 to preregister & for locations.*

FRIDAY

CIRCLE OF SISTERS: Networking forum for black women working & studying at UCSF. Most Fridays. Noon-1 p.m. L 535. Call 476-5836.

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. C 417. 12:10-1 p.m. Call 621-1326 for more information.*

LAKESIDE SENIOR MEDICAL CENTER CAREGIVER SUPPORT GROUP: Meets on the first Friday of each month. $10 per meeting. 2501 Ocean Ave. at Junipero Serra. 2-4 p.m. Call Edith Kaplan at 986-2305.*

For information on 12-step and support groups (other than AA and Al-Anon), call the Mental Health Association of San Francisco at 921-4044.*

INTERACTIVE LEARNING CENTER CLASSES

The Interactive Learning Center offers the following free classes held in S 165A (EC) or 231 Library (LIB). Call 476-2337 to register.

- Thurs., Feb. 2: *Introduction to the Internet.* (LIB). 11 a.m.-noon.
- Thurs., Feb. 2: *Internet Gopher.* (EC). 3-4 p.m.
- Fri., Feb. 3: *The GDB Human Genome Database: GDB™ & OMIM.* (LIB). 10 a.m.-noon.
- Mon., Feb. 6: *Medline Plus I: Basics.* (EC). 9-11 a.m.
- Tues., Feb. 7: *MELVYL® Databases.* (LIB). 10 a.m.-noon.
- Tues., Feb. 7: *World Wide Web.* (EC). 1-2 p.m.
- Wed., Feb. 8: *Social Sciences Database..* (LIB). 10 a.m.-noon.
- Thurs., Feb. 9: *Internet Discussion Groups.* (EC). 11 a.m.-noon.
- Fri., Feb. 10: *Medline Plus II: Advanced.* (LIB). 10 a.m.-noon.

BREAST CANCER SCREENING SCHEDULE

Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.

Women need the approval of their physician to have the mammogram, in addition to their doctor's full name, address (including room number & zip) and phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes and costs $65. To make an appointment call 476-2193 between 9 a.m. & 3 p.m.*

Because the service has become so popular and appointments are filled by the time this calendar is published, we list only dates when the van will be at UCSF locations:

- Mon., Jan. 30-Wed., Feb. 1: UCSF/Laurel Heights, 3333 California.
- Thurs., Feb. 2: UCSF/Daly City, 333 Gellert Blvd.
- Fri., Feb. 3: UCSF/Parnassus at Medical Center Way.
- Fri., Mar. 3: UCSF/Parnassus at Medical Center Way.

Upcoming Events

Chancellor hosts town hall meeting at VAMC

Chancellor Joseph Martin, vice chancellors and administrators will meet with employees to answer questions about UCSF in an informal town hall gathering at the VAMC Auditorium on Tuesday, February 21, at noon.

Black Heritage Month begins with dinner

Black Heritage Month begins Saturday, February 4, with a dinner dance hosted by the Black Caucus at UCSF.

The dinner will be held at 6:30 p.m. at the San Francisco Airport Marriott Hotel in Burlingame. Tickets are $40 per person and will be sold on a first-come, first-served basis. For tickets and more information, call Lucille Hammons at 885-7576 or Claudette Johnson at 476-4270.

The film, "Color Adjustment," which examines race relations in America through the lens of primetime TV, will be shown twice on Tuesday, February 7, at noon and 5:30 p.m. in Toland Hall. The flim showing is sponsored by the Women's Resource Center.

On Wednesday, February 15, Public Service Programs presents the Brown Bag Lecture, "Discrimination in Medicine: Why We Can't Tolerate it Any Longer." The noon lecture will be held in HSW 300.

In another noon lecture, entitled "Black, Female and Proud: A Survivor," learn how racist and sexist myths about African-American women continue to be fostered in the US. Sponsored by the Rape Prevention Education Program, this lecture will be held in Toland Hall on Thursday, February 16.

The Women's Resource Center sponsors "Skin Deep: Women on Color, Culture and Identity," a lecture in Toland Hall on Thursday, February 23, from noon to 1:30 p.m.

All these events are co-sponsored by the UCSF Black Caucus.

Black nurses workshop, symposium

UCSF School of Nursing hosts the Ninth Annual Black Nurses Symposium and Workshop on Nursing Education.

The symposium, entitled "Disparity in Health Outcomes for African Americans: Closing the Gap Through Research and Primary Care," will be held Friday, February 24, from 8 a.m. to 4 p.m. in the Calvin Simmons Auditorium at the Henry J. Kaiser Convention Center, at Broadway and 10th Street in Oakland.

Topics to be discussed include "Health Care Reform or the Status Quo for African Americans?" and "Closing the Gap through Primary Care." Cost to attend the symposium is $65. Students with current identification and UCSF faculty are asked to pay $35.

The free workshop will be held the previous day on Thursday, February 23, from 1 to 5 p.m. in Cole Hall. Nanny Green, assistant professor in the Department of Family Health Care Nursing, will introduce the program to include workshops about "Career Mobility: Everything You Always Wanted to Know But Could Never Ask" and "Strategies for Negotiating the System."

The workshop is designed especially for persons who are currently students in a nursing program. For more information on either event, call Joann Ray at 476-4897.

Mission Health Fair offers free screenings

Free medical screenings and information will be available at a health fair on Saturday, February 25, 9 a.m. to 3 p.m. at the Mission Neighborhood Health Center, 240 Shotwell Street.

Sponsored by the Mission Neighborhood Health Center and the Chicanos/Latinos in Health Education at UCSF, the fair will include free physical exams, HIV testing, cholesterol screening and mammograms. For more information, call 552-3870.

Women's Health 2000 conference on March 4

To draw attention to the medical concerns of women and to provide women with the vital research information and knowledge specific to their health, the Obstetrics and Gynecology Research and Education Foundation is presenting the second annual Women's Health 2000 on Saturday, March 4. The day-long forum, co-sponsored by the Women's Resource Center, will be held from 8 a.m. to 5 p.m. at the Laurel Heights Conference Center.

Faculty members from UCSF and other experts will discuss key health issues and a comprehensive approach to maximizing good health and wellness. A wide array of panels and presentations offered throughout the day will provide opportunities to hear from health care providers and to ask questions.

Some of the topics for discussion by UCSF speakers include Karen Smith-McCune, assistant professor of ob/gyn, who will talk about abnormal pap smears; Diane Budd, assistant clinical professor and primary care physician for Women's Health Access, who will speak about weight management; and Laura Esserman, assistant professor of surgery, who will talk about breast cancer.

Child care will be provided for children aged 2 through 11 if participants register by Thursday, February 23. All participants must register by Wednesday, March 1. Cost to attend the forum is $35. To get a registration form or more information, call Women's Health 2000 at 591-9004.

Women's History Month events set for March

The theme for the 1995 Women's History Month is "Women Overcoming: Then, Now and Beyond," according to Denise Harvey of the Women's Resource Center and chair of the committee planning events this year.

This month kicks off on Wednesday, March 1, with a noon Brown Bag lecture, "Totally Fearless — The Life of Dolores Huerta: An intimate Account from One of California's Strongest Labor Organizers." Huerta, co-founder and vice president of the United Farm Workers, will speak in HSW 300.

On Saturday, March 4, "Women's Health 2000" will take place. (See item above for details.)

On Wednesday, March 8, from noon to 2 p.m., Bay Area poet Opal Palmer Adifa, along with UCSF women poets, will read poetry in Toland Hall.

On Thursday, March 16, Janis Luft, a woman's health care nurse practitioner, will present a lecture entitled, "Women's Health Issues for the Prime Time." This lecture, slated for noon to 1 p.m. at MCB, Rm. 125, will tell women what they need to know about sexuality, heart disease, breast cancer and menopause.

Nicolette Toussaint, chair of the Task Force on Violence Against Women, will present "Why Doesn't She Leave," a lecture that will explain how social attitudes perpetuate the epidemic of domestic violence and how health care professionals can make an impact on women affected by it. The lecture will be at noon at UCSF/Mount Zion on Tuesday, March 21.

On Wednesday, March 29, "The Clothesline Project," an interactive display created to commemorate the thousands of women who have been survivors or victims of rape or domestic violence, will be on display in the lobby of the Medical Sciences Building. Shirtmaking workshops or "bees" will be held throughout the month at various UCSF locations for those who would like to create a shirt for inclusion in the display. Call 476-5222 for details.

Also on March 29, a panel discussion featuring survivors of sexual violence, incest, child abuse or hate crimes, entitled "Surviving Violence" will take place in Cole Hall from noon to 1 p.m. Later in the evening, the lecture "Coping with Eating Disorders" will take place in Toland Hall from 6 to 7 p.m.

The Women's Resource Center will sponsor an evening performance of Ntozake Shange's play "for colored girls who have considered suicide when the rainbow is enuf" at the Lorraine Hansberry Theater, 500 Sutter St., on Thursday, March 30, at 8 p.m. Admission is $18. Call 476-5222 for tickets.

On Friday, March 31, women and girls will be able to see the movie "All About Eve" for 67 cents, while men and boys will pay $1. The admission charge reflects the fact that women still earn only 67 cents for every dollar a man earns. The movie is part of the Cole Hall Cinema series and will play at 6:30 p.m.

For more information on these and other events slated for Women's History Month, call Harvey at 476-5836.

New HIV/AIDS support group for women

Beginning Monday, January 30, clinical social workers Tiveeda Stovall and Nan O'Connor will be offering a new ongoing drop-in support group for women living with HIV and AIDS.

Any woman living with HIV or AIDS is welcome to attend.

The group will meet every Monday from 11 a.m. to 1 p.m. in Room A 45 at the ACC.

Free child care and beverages will be provided.

"We hope this group will provide a safe and supportive environment which will enable women to talk about the many challenging issues and problems that arise," says O'Connor.

For more information, call O'Connor at 476-2417 or Stovall at 476-7795.

New adult asthma education begins

Through comprehensive one-on-one counseling or group instruction, adults can learn how asthma affects the lungs and how to work with their primary care provider to control or eliminate asthma episodes.

Counseling is offered by the ACC Chest Clinic. An adult asthma education class, offered quarterly by the American Lung Association and led by a clinical nurse specialist, will meet on Wednesdays from 6:30 to 8:30 p.m. on March 22, 29 and April 5 at Moffitt Hospital, Rm. 169. Referral from your primary care provider is required for counseling or the class. There is no charge for Health Net's SFMG and UCSF Medical Group members. For more information, call 476-0373.

Fun Zone

UCSF night at Cole Hall Cinema is February 1

Cole Hall Cinema presents a special showing of *The Lion King* for UCSF employees and students and their families on Wednesday, February 1, at 6 p.m.

Tickets are $2 for children under 14 and $2.50 for adults. The box office opens at 5 p.m. Tickets can be purchased at the door.

Valentine's activities

EMPACT! needs employees or student couples (straight or gay) to participate in the Newlywed Game on Valentine's Day, Tuesday, February 14, at noon in Cole Hall. Contestants have a chance to win a romantic night on the town.

EMPACT! also is looking for Valentine's cupids to help sell and deliver carnations at UCSF satellite locations. If you would like to volunteer as a cupid and/or receive an order form, call 476-2675.

In other Valentines news, See's Candies, crafts and other gift items will be on sale at the Millberry Conference Center on Thursday, February 9, from 9 a.m. to 3 p.m.

UCSF night at California Academy of Sciences

UCSF's free night at the California Academy of Sciences will be Tuesday, March 7, from 6 to 9 p.m.

UCSF employees and students and their families will be able to tour the Academy, which is actually three attractions in one: the Natural History Museum, Morrison Planetarium and the Steinhart Aquarium.

Tickets are limited to six per UCSF employee or student and are available at the Millberry Central Desk and through EMPACT! satellite representatives beginning Wednesday, February 1.

The Academy is located in the Music Concourse in Golden Gate Park.

Learning bead basics

Learn basic jewelry stringing techniques of knotting between beads, using tigertail, attaching crim beads, leather crimps and clasps. The class will be held on Thursday, February 9, from 6 to 8 p.m. Register at the Millberry Fitness Center.

Faculty can apply to direct abroad

The Education Abroad Program (EAP) invites UC faculty to submit applications for the directorships of UC study centers in Australia, Chile and Costa Rica for the academic years of January 1, 1996 through December 1997.

The application deadline is Monday, February 13.

At each site, the director administers the study center, maintains relations with UC partner universities, provides academic and general counseling for UC students enrolled there, and serves as instructor of record for all academic work undertaken by EAP students. The directorships, which are two-year resident positions, are open to tenured members of the Academic Senate, lecturers with security of employment or emerti faculty. Call 502-2962 for more information.

Money Matters

Fidelity funds added to DC plan

Fidelity mutual funds are now available to UC employees as an additional option under the Defined Contribution (DC) Plan.

All UC Retirement and Safe Harbor Plan members currently are required to participate in the DC Plan, with contributions made on a pre-tax basis. Contributions are reflected on Surepay statements, check stubs and in quarterly statements. (Statements for the period ending December 31, 1994 will be mailed in early February.) These contributions automatically go to the UC-managed Savings Fund, unless you submit a fund designation form, which directs the money to another UC fund or to Fidelity. Forms should be available in your department.

For contributions to UC, you may choose any fund (savings, insurance company contract, money market, equity, bond, or multi-asset), but the entire amount of your contribution must be deposited in the same fund. Contributions to Fidelity may be invested in up to two mutual funds. To learn about selection of Fidelity funds, call 1-800-343-0860.

Additionally, employees may participate voluntarily in the DC Plan, with contributions made on an after-tax basis. Rules are a little different for pre-tax and after-tax fund designation, so be sure to read all information and forms carefully. For more information, call the Benefits Office at 476-1400.

Fund Performances

For those invested in the 403(b) Plan and the After-tax plan, here are the latest unit values and monthly factors (as of December 31, 1994). The annualized yield reflects the annual yield that could be achieved if the current monthly rate were compounded for one year.

	Monthly Factors	Annual Rate	Annualized Yield
Savings	.0055	6.46%	6.57%
Money Mkt	.0044	5.19%	5.24%
ICCF	.0064	7.54%	7.71%

	Unit Values	12-Month Change	3-Year Avg. Annualized Return
Bond	$58.11	-12.5%	4.9%
Equity	$105.44	4.8%	8.2%
Multi-Asset	$14.96	1.7%	6.8%

The investment results, as measured by total return figures given above, represent past performance and should not be considered indicative of future results. If you have questions, please call 476-9256.

Nominate staff for exceptional service

Nominations are currently being accepted for the Chancellor's Award for Exceptional University Service. This award recognizes long-term staff employees who have consistently performed in their University positions at a level beyond what is ordinarily expected. The award includes a certificate and check for $2,000 which will be presented at the Founders Day Awards Luncheon on Wednesday, April 19. Nomination forms and criteria have been distributed to campus administrators. Additional forms may be obtained from the Human Resources department, the Chancellor's Office, or by calling Joanne Fraysse at 476-4285.

Public service award nominations due

If you know someone on campus who has performed extraordinary community service beyond the scope of normal job duties, now is the time to think about nominating that person for the Chancellor's Award for Public Service. And remember, just because you nominated someone in previous years who wasn't chosen, doesn't mean she/he can't be chosen this year. Nominations must be returned to the Chancellor's Award for Public Service Committee, c/o Public Affairs, Box 0462, by 5 p.m. on Wednesday, February 15. For further information, call Katherine Riordan at 476-0729.

Medical Call Board

PMS study continues

Women between the ages of 18 and 45 who experience severe premenstrual syndrome are invited to participate in a UCSF study funded by the National Institutes of Health. The goal is to determine the effectiveness of a non-drug program for relieving PMS symptoms. All treatment is free. The Premenstrual Symptom Management study is lead by Diana Taylor of the School of Nursing. For more information, call 476-4557.

Balding men study

UCSF Hair Research Center is conducting a study on men with dark hair between the ages of 18 and 40 who have a balding area at the back of the head. Men must be in good health and be able to participate in a 12-month study. For more information, call 476-3636 or 476-2572.

Testing new diabetes drug

The Metabolic Research Unit is seeking individuals with adult onset diabetes whose blood sugar levels are too high, despite diet, medication and insulin. Researchers hope to initiate studies using a new oral medication which may help. Participants must be over 18 years of age and in good general health. For more information, call 476-7265.

Study looks at new way to treat stomach pain

Doctors Ken McQuaid and David Kearney of the Division of Gastroenterology are looking for volunteers to participate in a study looking at a new way of treating stomach or abdominal symptoms.

Persons with frequent indigestion, heartburn, upper abdominal pain or bloating may be eligible. Recently, doctors have found that some of these symptoms may actually be due to a bacteria that infects the lining of the stomach, causing ulcers and gastritis. It is possible that treatment with antibiotics may relieve some of these symptoms.

Taking part in the study would first involve a blood test, which shows bacteria infection, and then taking either antibiotics or a placebo for two weeks. Results of this study will help to determine whether a simple blood test may prove the best way of evaluating persons with abdominal symptoms, rather than resorting to more costly tests such as endoscopy or X-rays. For more information, call 750-2105.

Chronic pain study

The Pain Clinical Research Center at UCSF is looking for participants to join its research studies on chronic neuropathic pain. Part of the Department of Neurology, the center is studying chronic pain syndromes — caused by damage to the nervous system— from common injuries and illnesses like diabetes, neuralgia, multiple sclerosis, post-mastectomy surgery or shingles. Participants must be over 18, in stable physical and mental health and able to read English. For more information, call 476-0418.

Glaucoma-related blindness study

Volunteers are needed for a study to determine whether the blinding disease glaucoma can be delayed or prevented with the early use of prescription eyedrops now commonly used to forestall further eye damage in patients who already have the disease. People between the ages of 40 and 80 who have ocular hypertension, a higher than normal pressure within the eye that places them at risk for glaucoma, may be eligible. For more information, call ophthalmologist Michael Drake or study coordinator Peggy Yamada at 476-3711.

Osteoporosis prevention

UCSF and VAMC researchers are seeking healthy men 65 and older for a study on preventing "senile" osteoporosis, a dangerous thinning of the bones that can afflict men and women as they age. Study participants will receive treatment with a hormone that preliminary studies suggest might help stop bone loss and prevent senile osteoporosis. Volunteers will spend between 18 and 28 days residing at UCSF. For more information, call 750-6928.

Crime Corner

Robbery at gun point on Parnassus Avenue

At about 6 p.m. on January 11, two UCSF employees were robbed at gun point on Parnassus Avenue between Cole and Belvedere streets, according to UCSF police.

The suspect pointed a gun at the victims and demanded their money and jewelry. The victims complied, handing over their wallets and a wedding ring. The suspect then fled from the area. No shots were fired and no injuries reported.

The suspect is described as an African-American male 20 to 30 years of age, about 5 feet 10 inches tall and weighing between 220 and 260 pounds. He was last seen wearing a ski cap and a green Army jacket. He has a noticeable limp in his right leg.

Women report suspicious activities

Two female employees have reported suspicious activity around the Parnassus campus recently, UCSF police say.

At about 5:50 a.m. on January 6, one employee parked her car on 3rd Avenue. As she was walking up the street, she heard someone coming from behind the bushes and then footsteps directly behind her. As she turned, she saw a hand reach out as if to grab her. The female moved away and was able to get to her work site safely. She was unable to give a description of the person.

At about 6 a.m. January 5, another female employee was walking through the Arguello Street access from Kezar Drive when she noticed a white male standing among the trees and high shrubs. He is described as physically fit, in his late 20s to mid 30s, brown hair, about 5 feet 8 inches tall, and weighing about 165 pounds. He was wearing a thick, dark-colored coat with red winter lining, heavy brown T-shirt or sweatshirt and dark pants. The person stared at her but did not say anything or make any gestures towards her.

Personal safety tips

The UCSF Police Department would like to suggest the following safety guidelines when out in the streets:

♦ Be alert and aware of your surroundings. Notice who is around and what is going on, especially after dark.

♦ When possible, walk with friends and coworkers. Vary your route and face traffic when you walk.

♦ Stay in well-traveled and well-lighted areas.

♦ Trust your instincts. If you feel threatened, take immediate action such as running or screaming. Do not be embarrassed to make a scene.

♦ If you are confronted by a robber, it is better to surrender your possessions than risk life or injury.

For more information on personal safety or to schedule a workshop in your department, contact the Crime Prevention Section at

Medsounds Continued

Celebrating life: cancer survivors reunite with doctors, nurses at UCSF

Claire Alexander

Leukemia and cancer survivors gathered December 10 to celebrate life at the Seventh Annual Patient Reunion Party at the Faculty Alumni House. Ranging in age from 19 to 60, about 250 former UCSF patients and their family members from all over the state attended the reunion, along with doctors and nurses from the hematology and oncology departments. Pictured at left, are, center, Michael Moriarty, a bone marrow transplant patient and, left to right, his wife, Maureen Moriarty, and Pauline Cassidy, a nurse on 11Long. Pictured at right, are left to right, bone marrow transplant patients Dennis Parrott, Heather Channel and Jim Gibons.

Budget *(from page 8)*

dedicated employees will inevitably lose their positions. While I can assure staff that they will be treated in a respectful and equitable fashion, their loss will be dearly felt," he wrote in a memo sent to managers this week.

In December, Kerr asked the management team to develop plans which would allow for 5 percent and 10 percent reductions in the $450 million operating budget to achieve a modest $1 million operating margin for the current fiscal year. But more across-the-board cuts are considered unrealistic and unfair to thriving departments where patient volume is growing or is expected to grow, he said. "Rather, we must totally re-assess the way in which the Medical Center operates."

Faculty and administrators intend to review all clinical programs at Parnassus and UCSF/Mount Zion sites, evaluating them by criteria including patient load, revenue generation and importance to the teaching mission. "Such a review may result in developing new clinical services as well as deciding to consolidate and/or eliminate some existing programs," Kerr said.

"This review will be a key ingredient in the Medical Center's strategic planning efforts and its results should contribute to the School of Medicine planning as well." Fortunately, the strengthened alliance between the Medical Center, the School of Medicine and the practice group will allow for thoughtful, timely decisions, Kerr added. A preliminary assessment of all programs with operating cost implications is expected by early April in order to begin setting goals for 1995-96.

The program review will complement the recently initiated Value Improvement Process, which aims to identify ways to achieve expense reductions while simulatenously assuring the preservation of high-quality care and enhancing the institution's service responsiveness. "For this effort to be successful we must enlist the creativity and commitment of all staff and faculty in the campus community," Kerr said. "You will be hearing a great deal more about this process over the next few weeks."

The current financial situation makes it prudent to postpone until 1996-97 borrowing money to debt finance construction of capital projects, including the outpatient cancer center at UCSF/Mount Zion, Kerr said. Funds are already committed to complete two new medical office buildings and the cancer research building at UCSF/Mount Zion as well as to upgrade basic building systems and develop new information systems and support strategic initiatives. A capital funding effort will begin in the next few weeks and will parallel clinical program reviews.

Current operating budget projections are based on these assumptions:

- Patient day volume will stabilize at about 158,000 days per year and then increase slightly in 1996 as a result of new program growth.
- Outpatient visits are expected to grow at a rate of 4 percent per year.
- No major shift in payer categories because virtually all of the Medical Center's private patients are already covered under negotiated contract rates.
- There will be an accelerating conversion of Medicare and Medi-Cal patients to HMO care.

Istanbul *(from page 8)*

retroperitoneum done either in the abdominal cavity or chest cavity, but [Mercan] has done 10 cases," says Siperstein.

Since Siperstein assisted Mercan last year, he has performed two such operations using the new technique at UCSF/Mount Zion. One patient from Los Angeles had a tumor that caused high blood pressure removed from the left adrenal gland. Like most of his patients, she went home the next morning, Siperstein says. "I'm very pleased with the outcome and I'm feeling that more and more laparoscopic operations will be done using this approach."

Siperstein, who in four years has performed some 500 laparoscopic surgeries, mostly to remove gall bladders, says it wasn't difficult for him to become accustomed to the laparoscopic technology. "One of my colleagues said, if you visit a doctor's home and the VCR is flashing 12:00, he's probably not well-suited for laparoscopic surgery."

He says he's impressed with the level of technology in Istanbul. "We think of these as Third-World countries, but the physicians are all trained in the US and Britian and have the latest equipment often before it's approved in the US," Siperstein says. "In some ways they have a little bit more of a pioneering spirit because they have always lacked abundant resources so they tend to be more creative and inventive. Of course, they're motivated to do surgeries as rapidly and as cost-effectively as possible."

UC medical centers *(from page 8)*

patients admitted, as is the case in tightly-controlled managed care plans, Townsend said.

In addition, UC's medical centers will operate in the red if vulnerable support for teaching and caring for indigent patients disappears. In the worst-case scenario — that all state and federal support are cut off — the medical centers would face deficits systemwide of $180 to $200 million, Townsend said.

To prepare for financial insecurity, UC's medical centers will have to refrain from unnecessary expansion and downsize the workforce since the single largest controllable cost is salaries and benefits, Townsend said. (See graphics on page 8).

"Over the next five years, medical centers' staff will need to be cut by at least 2,500 FTEs [full-time equivalents]," he said. "Put another way, the medical centers currently employ nearly 19,000 FTEs; by 1999, its systemwide staff will need to be reduced to nearly 16,000 FTEs."

Only modest salary increases of less than 3 percent will be supportable in light of expected small annual revenue increases, he added.

The University, too, is not immune to budget pressures. In a spending plan proposed January 19, student fees would be hiked in undergraduate and graduate schools. (See town hall story on page 1.)

New conservative mood

With the Republican takeover of the 104th Congress, legislators may decide to cut funding for Medicare, a major source of revenues for academic medical centers, said Leonard Schaeffer, president of Blue Cross of California, which serves almost 6 million Californians and administers more than $10 billion in health care benefits.

To fulfill its goals for a balanced budget amendment and deficit reduction outlined in its "Contract With America," the GOP will likely opt to make those Medicare cuts in reimbursements to hospitals rather than cut services to patients, he said.

Add to that the projection that the Medicare trust fund will go broke in six years and the continued level of federal support is even more tenuous, according to Schaeffer.

UC President Jack W. Peltason emphasized "that even under the most optimal management arrangements, academic medical centers are not going to be able to subsidize the cost of medical education in the future as they have in the past. It will be our collective responsibility, as Regents and as administrators, to seek appropriate policy changes at the state and national level to address this situation," he said.

Regent Roy Brophy asked Schaeffer whether he thought that preserving the status quo with Democratic leadership would have helped spur health care reform. Schaeffer said, "No," adding that the philosophy of the Republicans will likely let the marketplace reform the system rather than have the government intervene. Schaeffer believes those market-driven changes could evolve into a system "much tighter and more focused" than managed care.

Managing managed care

While all hospitals struggle for a share of the health care market, academic medical centers are at a distinct disadvantage due to the additional resources required to accomplish teaching and research missions.

And following the managed-care mantra to control costs while still providing quality care is very difficult at a teaching hospital. "Managed-care organizations, particularly those owned by investors, are required only to apply existing knowledge to routine patient care. Academic medical centers, on the other hand, also create new knowledge, develop and assess new technologies, evaluate new drugs, educate medical students, train tomorrow's physicians and care for the sickest of patients," wrote doctor Jerome O. Kassirer in the November 17 issue of *The New England Journal of Medicine.*

Because for-profit and non-profit managed-care companies minimize expenses by regulating how and when patients receive care, they avoid sending them to academic medical centers. To be able to compete, academic medical centers will have to address the inefficiencies, make cost-conscious decisions, train more primary care physicians and improve outcomes.

UC's response to challenges

Each UC medical center is responding to the challenges of its own regional competitive marketplace, while the University follows an overall strategy that involves expanding primary care opportunities, participating and pursuing new partnerships and alliances with other health care organizations to form a new integrated provider network and to control costs and expenses.

"The changes that are occurring in the medical care market, particularly in California, are requiring us to dramatically 'reinvent' the concept, organization and operations of our academic medical centers," Peltason said.

The financial uncertainty of the five academic medical centers has led to calls to completely sever ties from the rest of the UC system. The rationale behind this radical notion is to insulate the University from financial liability. Examples of universities that have divested from their teaching hospitals exist, but no model is truly comparable to UC's position of operating five academic medical centers in unique managed care markets throughout California, Cohen explained.

"There are success stories, but they're not necessarily plagued with the same challenges as you face," Cohen told the Regents.

Nevertheless, the UC Regents asked staff to study the models and to determine whether it's prudent or even legal for the University to divest itself from the medical centers by creating a separate governing organization for the overall clinical enterprise.

In his concluding remarks, Peltason outlined the following action approved by the Regents:

- Establish an ad hoc committee, to include Regents and administrators, to review the current governance arrangement at the academic medical centers and recommend to the board, no later than its March meeting, how to enhance the board's ability to make timely, informed decisions on matters concerning the clinical enterprise.
- Recruit and appoint a vice president for Clinical Services Development to support and coordinate campus-specific strategic plans for clinical enterprise activities, as well as a Universitywide plan; develop policies and guidelines for both the implementation and oversight of clinical enterprise transactions and coordinate communication between the board and administrators about clinical enterprise activities.
- Ask Chancellors at the campuses with medical centers to review their organizational structures to assure that the Medical Center Directors, Medical School Deans and Practice Plan Directors come together into a coherent, comprehensive clinical enterprise organization.

Volume 10, Number 2 January 28-February 10, 1995

UCSF Medsounds

Page 1 ... UC Regents debate affirmative action

Page 1...UC President Peltason to retire October 1

Page 1... Chancellor shares vision at town hall meetings

Medsounds is a section of *Newsbreak* for and about employees of the Medical Center, including Moffitt-Long, the ACC, UCSF/Mount Zion and Medical Center employees at Mission Center and Laurel Heights.

UC medical centers get grim financial prognosis

By LISA CISNEROS

UC's five academic medical centers must prepare for an earthshaking experience in California's unstable health care industry, experts warn.

Describing the massive changes necessary to reform the delivery system as "truly seismic," Jordan Cohen, president of the Association of American Medical Colleges, told the UC Board of Regents "the ground in which we are operating is changing" at an unprecedented rate thanks to a maturing managed care market and a renewed era of fiscal conservatism.

Jordan was one of several experts — all bearers of bad news — who spoke at a special meeting January 18 devoted to UC's clinical enterprise, the business operations of the five academic medical centers in San Francisco, Sacramento, San Diego, Los Angeles and Irvine.

UC's five academic medical centers face a difficult future as competition intensifies, state and federal support is threatened by budget cuts and hospital admissions decline.

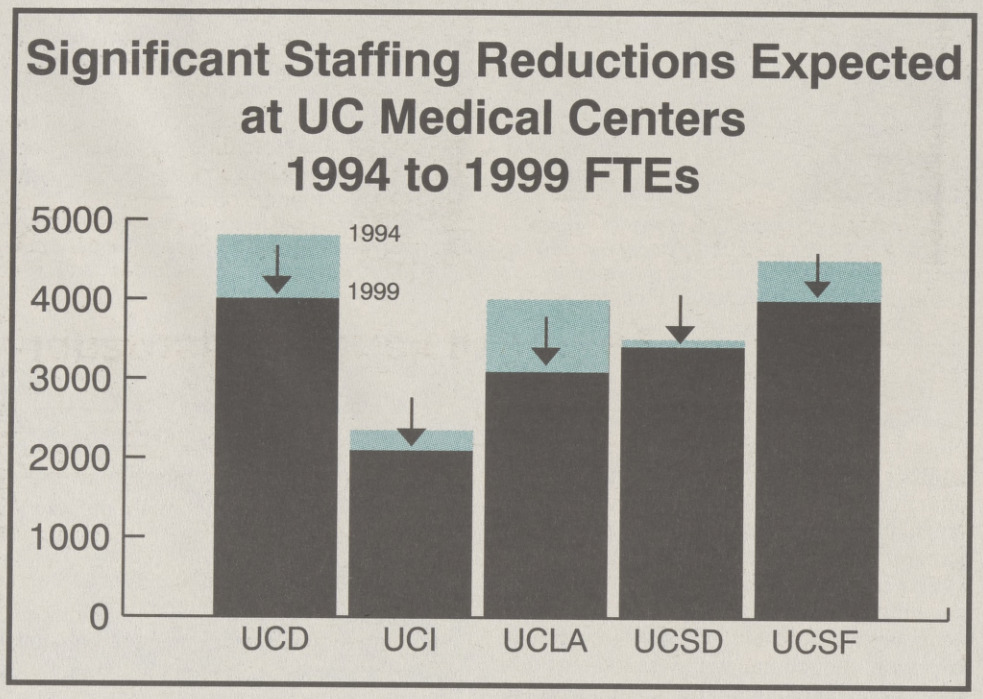
These fiscal woes are compounded by the systemwide need for major capital improvements to replace and renovate buildings and update technology and information systems. For example, UCLA's Medical Center, damaged by last January's Northridge earthquake, will have to be replaced at the estimated cost of $500 million. The federal government could pitch in about $450 million to replace it, but University officials can't count on the money from the Federal Emergency Management Agency.

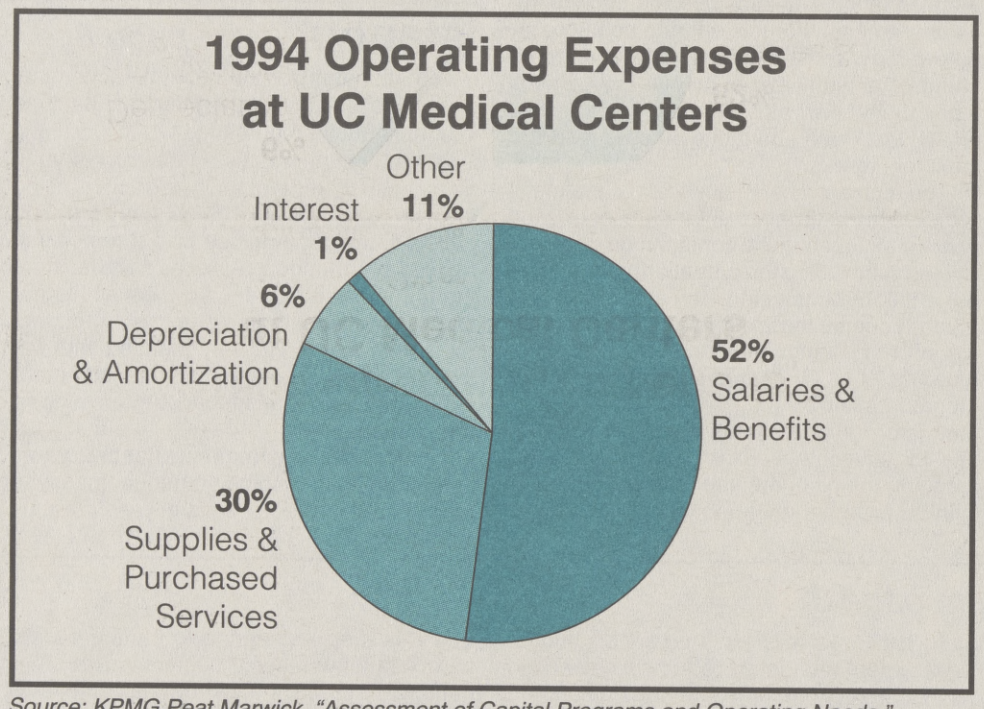
Bleak budget picture

Even with continued state and federal support, medical center profits will dwindle due to shrinking revenues from fewer admissions, shorter hospital stays and pressure to offer bargain rates in a buyer's market, said Charles Townsend, partner in the accounting firm KPMG Peat Marwick. As a result, UC's medical center operating gains could decline systemwide from about $120 million in 1993 to $20 million by the end of the decade, he said.

The trend toward a decline in admissions will continue, from the current rate of more than 120 patients admitted per 1,000 population in San Francisco County to fewer than 80

(See **UC MEDICAL CENTERS** *on page 7)*




1994 Operating Expenses at UC Medical Centers
Other 11%
Interest 1%
6% Depreciation & Amortization
52% Salaries & Benefits
30% Supplies & Purchased Services

Source: KPMG Peat Marwick, "Assessment of Capital Programs and Operating Needs," January 18, 1995

Medical Center faces tough times; layoffs inevitable

By LISA CISNEROS

The next 18 months may prove to be the most dynamic and difficult period in the recent history of the UCSF Medical Center, Director Bill Kerr said this week.

While the time will be ripe for creative opportunity as administrators and staff embark on a comprehensive restructuring effort to streamline services and reduce expenses to assure survival in the local health care market, it will be a difficult transition marked by further cost-cutting measures, including laying off employees to eliminate some 550 positions, Kerr said at a managers' meeting January 23.

News of the challenging financial future of all UC academic medical centers was revealed at the Board of Regents meeting January 18, when a five-year budget report prepared in collaboration with the accounting firm KPMG Peat Marwick showed operating reserves dropping systemwide due to stiff competition in the mature managed-care markets. (See adjacent story.) Acknowledging that funding for both Medicare and Medi-Cal is "extremely uncertain given the election of a new Congress with a strong commitment to reducing the federal budget deficit," Kerr is basing his financial forecast on the budget which calls for workforce reductions at all five academic medical centers.

To maintain fiscal stability, the UCSF Medical Center will begin a major clinical program evaluation process with the targeted goal of returning the staff-to-bed ratio back to the 1992 level of six full-time equivalents (FTEs) per adjusted occupied bed, from the current level of 7.81 per bed. To accomplish this goal, the Medical Center will have to reduce its FTEs by about 550 positions over the next 18 months, Kerr said. Even with the downsizing, UCSF will still have a higher staffing level compared to local competitors to account for the complexity of the case mix and the severity of illnesses treated here, Kerr said.

Unfortunately, work force reductions of the size required cannot be achieved through attrition, Kerr said. "Talented,

(See **BUDGET** *on page 7)*

Surgeon practices new laparoscopic trick in Turkey

By LISA CISNEROS

Why would a UCSF surgeon go to a Third-World country to learn a new laparoscopic procedure?

Allan Siperstein, assistant professor of surgery at UCSF/Mount Zion Medical Center, explains he went to Istanbul to learn first-hand from one of the world's foremost experts in retroperitoneum laparscopic surgery. Selchuk Mercan, a leading pioneer in the technique in Turkey's largest city, invited Siperstein to assist in an operation to treat the adrenal gland.

"Although other people have done laparoscopic adrenal surgery, if you think about it we've been doing it a silly way," Siperstein says.

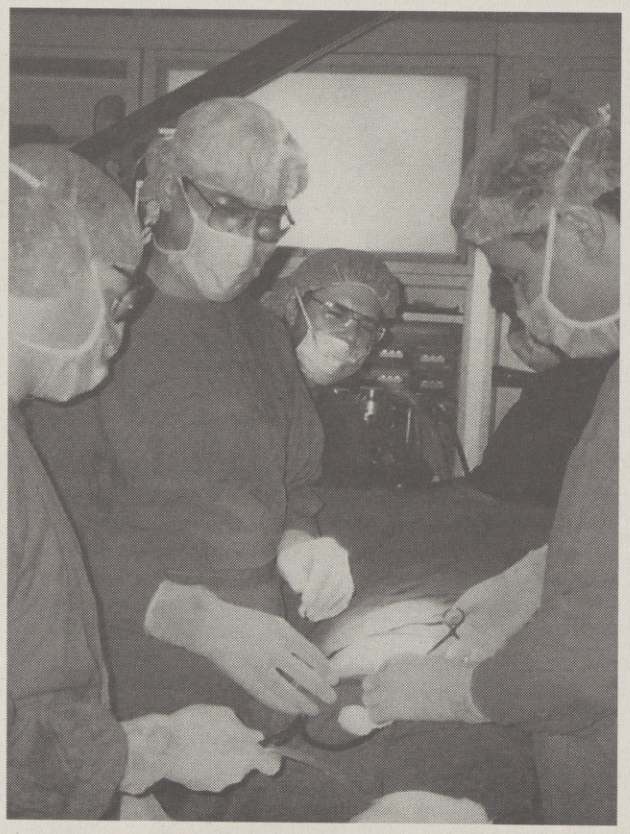
Indeed, situated near the kidney, the adrenal gland is closer to the back than it is the front, yet surgeons who take the traditional approach enter through the belly.

A minimally invasive surgery, laparoscopic surgery is performed by operating with thin surgical tools inserted into the body through small incisions in the abdominal wall. A surgeon uses the tools, including a laparoscope, a half-inch diameter scope with a video camera, outside the body. Looking at a video monitor, the surgical team can see what needs to be done without making an incision large enough so that the surgeon's hands and instruments have access to the area being treated. Rather than leaving a large scar, laparoscopic patients have several tiny wounds that minimize pain and recovery time.

To provide room to maneuver in the belly, the abdominal cavity is inflated with carbon dioxide gas. But in Mercan's innovative approach from the back, he creates space by placing a balloon inside the body to expand tissues. It turns out with this approach the adrenal gland is subject to much less dissection and tissue manipulation. Besides that, the procedure requires one less wound and all the port sites are in the back, making it cosmetically superior.

"Very few people have experienced laparoscopic in

(See **ISTANBUL** *on page 7)*



Allan Siperstein, left, with the surgical team in Istanbul

New book about outpatient surgery

Patients now have a new source to answer their questions, calm their fears and prepare them for outpatient surgery.

Everyone's Guide to Outpatient Surgery, co-written by James Macho, assistant clinical professor of surgery in the School of Medicine, and Greg Cable, a writer who also co-authored *Everyone's Guide to Cancer Therapy,* is available in bookstores and libraries.

Macho, attending surgeon and director of surgical critical care at UCSF/Mount Zion Medical Center, organized a team of some 15 physicians at UCSF who contributed to the comprehensive 178-page book that includes chapters about most of the surgical techniques performed by general surgeons, plastic surgeons, dermatologists, ophthalmologists, orthopaedists, gynecologists, urologists and others.

More than half of all surgical procedures performed in the US now are being done on an outpatient basis. The trend toward more outpatient surgery is due to greater knowledge and new developments in surgical techniques, anesthesia and technology, among other advances.

Advantages of outpatient surgery include less patient anxiety, faster recovery, increased efficiency and reduced costs.